

SUMMIT IV



About the Summit Series

Arizona's Education Reform Plan rests on four pillars: Rigorous college- and career-ready standards and assessments, effective data use, great teachers and leaders and support for struggling schools. With the passage of SB 1040 and HB 2823 and the establishment of the Arizona Framework for Measuring Educator Effectiveness established by the Arizona State Board of Education, Arizona has a roadmap for the development of educator evaluation systems that can improve teaching and learning. As districts begin their work to design and implement an educator evaluation system in accordance with statute and board policy, the Arizona Department of Education, in cooperation with its partners, is sponsoring a series of summits that will address the key components of Arizona's teacher-principal framework.

Summit I: November 13 & 14, 2011

The first summit in the series, *Using Multiple Measures in a Comprehensive System to Improve Teaching and Learning*, provided an examination of the teacher-principal framework and its expectations, an overview of the components of a comprehensive system, and examples of how multiple measures could be used in local education agency (LEA) evaluation designs.

Summit II: February 26 & 27 2012

The second summit in the series, *Using Student Performance Measures in a Comprehensive System to Improve Teaching and Learning*, addressed the use of student performance measures in tested and non-tested subjects, with significant focus on options for "Group B" teachers -- non-tested subjects and special populations.

Summit III: April 29 & 30, 2012

The third summit in the series, *Using Formative and Summative Evaluation Data in a Comprehensive System to Improve Teaching and Learning*, focused on the weighting of the Framework components and use of the data, including observation results, to inform professional development, make informed decisions regarding placement, advancement, incentives, etcetera.

Summit IV: Purpose and Outcomes

- To deepen understanding of the link between the implementation of Arizona's Common Core Standards (ACCS) and educator effectiveness;
- To recognize how ACCS, effective instruction, aligned assessments and educator evaluation systems are interdependent and complementary;
- To acknowledge the critical importance of school and local education agency leadership in order for the successful alignment of education reform initiatives to occur;
- To examine various approaches, both within and outside of Arizona, to use observation instruments to identify ACCS instruction;
- To apply tools and processes to bridge implementation of ACCS to educator evaluation systems;
- To recognize the importance of collaboration with Institutions of Higher Education on ACCS implementation and educator evaluation;
- To further develop action plans to move efforts forward at the local and state levels.

**Designing Comprehensive Evaluation Systems:
Summit IV: Bridging Common Core Implementation to Educator Evaluation
to Improve Teaching and Learning
Pointe Hilton Resort at Squaw Peak
Sunday, February 24, 2013
Summit Agenda**

10:00 – 11:45	Registration
11:45 – 12:30 Lunch	Welcome and Opening Remarks Dr. Karen Butterfield, Associate Superintendent of Highly Effective Teachers and Leaders, Arizona Department of Education Dr. Janice Poda, Strategic Initiative Director, Council of Chief State School Officers (CCSSO) John Huppenthal, Arizona Superintendent of Public Instruction, Arizona Department of Education
12:45 – 1:10	Implementation of the AZ Framework and Model for Measuring Educator Effectiveness Dr. Karen Butterfield, Associate Superintendent of Highly Effective Teachers and Leaders, Arizona Department of Education <p>Dr. Karen Butterfield will describe the work underway to support the implementation of the AZ Framework for Measuring Educator Effectiveness and development of a state teacher and principal evaluation model instrument that incorporates survey data, student achievement and educator performance data. This update will include the progress made so far in piloting the model in the 2012-13 school year.</p>

1:15 – 2:30	<p>Forward Thinking: A Comprehensive View of Standards Implementation</p> <p>Dr. Stanley Rabinowitz, Center for Standards and Assessment Implementation</p> <p>Envisioning new developments on the horizon, Dr. Stanley Rabinowitz will outline a systems approach to teaching and learning that includes common core standards, curriculum, next generation aligned assessments, instructional practices, real-time data feedback/evaluation loops and professional development designed to improve teaching and learning. How will common core and next generation assessments change instruction? How will evaluation systems reinforce effective instruction of common core standards? How can this vision inform 1-3-5 year planning?</p> <p><u>Panel Discussion:</u> Dr. Stanley Rabinowitz will facilitate a panel discussion highlighting approaches to designing a comprehensive and coherent system.</p> <p>Dr. Lori Shough, Assistant Superintendent, Maricopa County Education Service Agency (MCESA) Dr. Heather Cruz, Deputy Superintendent, Peoria Unified School District Dr. Robert Hagstrom, Director, Research & Evaluation, Flagstaff Unified School District</p>
2:30 – 2:45	<p>The Role of LEA Leadership in Supporting Principals</p> <p>Dr. Janice Poda, Council of Chief State School Officers</p> <p>Dr. Janice Poda will outline the roles and responsibilities of LEA administrators in supporting principals as they implement complex initiatives, including educator evaluation and Arizona’s Common Core Standards.</p>
2:45 -- 3:00	Refreshment Break
3:00 -- 4:15	<p>Working Session I</p> <p>Facilitated by ADE and Regional Education Center staff</p> <p>LEA Teams will meet in breakout rooms by region to set purpose, organize and use workbook templates to guide LEA team discussions.</p>
4:30 -- 5:00	<p>Interactive Dialogue with Dr. Stanley Rabinowitz and Dr. Janice Poda</p> <p>LEA teams from each region will have the opportunity to pose questions/comments/ideas that arose in their working session to Dr. Stanley Rabinowitz and Dr. Janice Poda.</p>

**Designing Comprehensive Evaluation Systems:
Summit IV: Bridging Common Core Standards and Educator Evaluation
to Improve Teaching and Learning
Monday, February 25, 2013**

7:00 -- 8:00	Breakfast
8:00 -- 8:10	Welcome and Overview of Day's Agenda Dr. Karen Butterfield, Associate Superintendent of Highly Effective Teachers and Leaders, Arizona Department of Education
8:10 -- 9:10	Common Core Standards: So, What's New? Dr. Sandra Alberti, Director of State and District Partnerships and Professional Development, Student Achievement Partners Dr. Sandra Alberti will provide an overview of the key features and instructional shifts in the Mathematics and English Language Arts standards. She will highlight the changes in practice required and what it looks like in the classroom.
9:10 -- 9:20	Quick "stretch" break (10 minutes)
9:20 -- 10:45	Tools to Use Kathy Hrabluk, Associate Superintendent, High Academic Standards Division, Arizona Department of Education, and Dr. Sandra Alberti, Director of State & District Partnerships & Professional Development, Student Achievement Partners This session will highlight tools and processes that school leaders and teachers can use to guide instructional planning and delivery. Dr. Sandra Alberti will introduce the ELA Evidence Guide and demonstrate how it can be used to support/reflect on common core instructional practice. <u>Table Activity:</u> Use the Instructional Evidence Guide to observe a lesson and rate the evidence. Kathy Hrabluk will provide an overview of the EQuIP rubric and discuss how it can be used for lesson planning. Kathy Hrabluk will close the session with comments on how these tools can work together to support CCSS implementation and teacher effectiveness.

10:45 -- 11:00	Refreshment Break (15 minutes)
11:00 – 12:00	Working Session II Facilitated by ADE and Regional Education Center staff LEA teams will discuss the ideas presented and the implications for their local plan. LEA teams will discuss how they might use these tools to strengthen alignment between common core instruction and observation and identify next steps.
12:00 – 1:00	Lunch
1:00 – 2:00	What Instructional Leaders Need to Know and Be Able to Do Frederick Brown, Director, Strategy and Development of Learning Forward This session will focus on five key essential leadership practices and their implications on common core implementation*: <ul style="list-style-type: none"> • Shaping a vision of academic success for all students • Creating a climate hospitable to education • Cultivating leadership in others • Improving instruction • Managing people, data and processes to foster school improvement <p>* Resources:</p> <p>The School Principal as Leader: Guiding Schools to Better Teaching and Learning (Wallace Foundation)</p> <p>Meet the Promise of Content Standards: The Principal (Learning Forward)</p>

2:05 – 2:45	<p>Panel: Shared Leadership along the Professional Continuum Moderator - Lynn Holdheide, Senior Technical Assistance Consultant, American Institutes for Research</p> <p>Lynn Holdheide will frame the issues and the implications for shared leadership in building capacity to meet new educator expectations and lead a panel Q & A. Roles and challenges in supporting educators at several levels along the career continuum from teacher/leader preparation to novice to master teachers and leaders will be discussed.</p> <p><u>Panel Discussion:</u> Dr. Mari E. Koerner, Dean of College of Education, Arizona State University Cheryl A. Redfield, Classroom Teaching Ambassador Fellow, Highland Junior High School Teacher (Gilbert Unified School District) Dr. Deb Duvall, Executive Director Arizona School Administrators Lynette Geake, Principal: Hidden Hills Elementary School (Paradise Valley Unified School District)</p>
2:45 - 3:00	Refreshment Break
3:00 – 4:15	<p>Working Session III Facilitated by ADE and Regional Education Center staff</p> <p>LEA Teams will come back together to discuss how their approach to leadership development and evaluation supports common core and effective instructional practices. Teams will further plan, summarize accomplishments at this Summit and identify next steps using the workbook as a guide. Each LEA team will be prepared to share in the closing general session.</p>
4:15 – 5:00	<p>Closing Session: Moving Forward Dr. Karen Butterfield</p> <p>Participants will engage in interactive dialog to share three outcomes from Summit IV:</p> <ul style="list-style-type: none"> • accomplishments of team • next steps • needs <p>Discussion of further support and resources</p>